



Registered Charity: 1100976

Job Title:
Trainee HIT Therapist

Closing Date:
Sunday 18th October



Who We Are

Lancashire Women are a leading charity with the core vision of creating a Lancashire where all women are valued and treated as equals.

With over four decades of experience, Lancashire Women work from our mainly women centres to provide safe, dedicated space for women across the county. We bring together a number of services under one roof- all designed to support women who at any one time may be dealing with a range of issues including: social isolation and exclusion, homelessness, poverty, mental ill-health, or offending behaviour.

Our services are available to all women, but in particular we work with those who find themselves in situations which can increase their vulnerability or place them at significant risk of harm - and who are often facing multiple and complex needs.

Our delivery draws upon three decades of practical experience in supporting women, and is an approach recognised nationally for its effectiveness and impact.



Our Values

We believe our values need to be translated from the ideals we profess into tangible behaviours which can be operationalised and measured. This way, our teams know and understand how best we can achieve the outcomes and change for the women we work with. Our commitment is to ensure everyone in LW knows and understand the part they have to play and how they can bring our values into their work.

Empower

We work to build on the strengths that all women & girls have, so that they can become more confident; especially in controlling their own life and claiming their rights.

Non-judgemental

We accept each woman exactly as they are and genuinely make no moral judgement about their situation.

Creative

Creative in our approach to supporting women & girls and seeking solutions with them for the challenges.

Collaborative

We know we learn more and can achieve more when we work together.

Honest

We try to be real with all the women & girls we work with so they can have choices about their lives, knowing that they will need courage to make changes that will benefit them and those around them.

About This Role

Job Title: HIT Therapist

Reporting to: Team Lead

Salary: SP29 £31,820.57

Hours: 37 per week

Location: East Lancashire

Contract: 12 months, subject to further funding

Number of Roles: 3

Overview

Lancashire Women is an established local provider of Talking Therapies services. We are pleased to announce that we are recruiting trainee HIT to join our team.

The postholder will work within the Lancashire Women Talking Therapies service providing high intensity interventions whilst undertaking a programme of training at University. This intensive training post will equip the post-holder to provide a cognitive behavioural therapy (CBT) service to clients with a range of complex (common mental health) problems for which CBT is demonstrated to be clinically effective.

The post-holder will work in the service 2/3days of the week using the newly developed skills whilst attending the training programme for the other two days.

Applicants who do not hold a BABCP-recognised core profession must be able to demonstrate eligibility through the Knowledge, Skills and Attitudes (KSA) route. Successful applicants may be required to complete and obtain approval of a KSA portfolio before commencing training. Please check the BABCP guidance below for further information [here](#).

Roles & Responsibilities

Key Responsibilities

- Attend and fulfil all practical, academic and practice based requirements of the training.
- Apply learning from the training programme in practice.
- Assess and support people with a common mental health problem in the self management of their recovery.
- Undertake and manage a clinical caseload, prioritising work within agreed criteria.
- Accept referrals via agreed protocols within the service.
- Contribute to whole work stream approach by supporting clients face to face, over the phone and via group work programmes.
- Undertake client-centred assessments which identify areas where the person wishes to see change and or recovery and make an accurate assessment of risk to self and others.
- Make decisions on suitability of new referrals, adhering to Lancashire Women's referral protocols, refer unsuitable clients onto the relevant service or back to the referral agent as necessary.
- Adhere to an agreed activity contract relating to the overall number of client contacts offered, and clinical sessions carried out per week in order to minimise waiting times and ensure treatment delivery remain accessible and convenient.
- Complete all requirements relating to data collection within the Mental Health and Wellbeing work stream.
- Keep coherent records of all clinical activity in line with service protocols and use these records and clinical outcome data in clinical decision making.
- Work closely with other members of the team ensuring appropriate step-up and step-down arrangements are in place to maintain a stepped care approach.
- Be committed to adhering to LW's safeguarding policy at all times, reporting any concerns immediately.
- Demonstrating awareness of how the safeguarding policy is relevant in everyday tasks.
- Assess and integrate issues surrounding training, work and employment into the overall therapy process.
- Operate at all times from an inclusive values base which promotes recovery and recognises and respects diversity.
- Attend multi disciplinary meetings relating to referrals or clients in treatment, where appropriate.
- Attend team meetings as required.

Training & Supervision

- Receive supervision from educational provider in relation to course work to meet the required standards.
- Prepare and present clinical information for all patients on their caseload to clinical case management supervisor within the service on an agreed and scheduled basis, in order to ensure safe practice and the clinical governance obligations of the worker, supervisor and service delivered.
- Respond to and implement supervision suggestions by supervisors in clinical practice.
- Engage in and respond to personal development supervision to improve competences and clinical practice.

Professional

- Ensure the maintenance of standards of practice according to the employer and any regulating bodies, and keep up to date on new recommendations/guidelines set by the department of health (e.g. NHS plan, National Service Framework, National Institute for Clinical Excellence).
- Ensure that client confidentiality is protected at all times.
- Be aware of, and keep up to date with advances in the spheres of treatment for common mental health problems.
- Ensure clear objectives are identified, discussed and reviewed with senior therapist on a regular basis as part of continuing professional development.
- Participate in individual performance review and respond to agreed objectives.
- Keep up to date all records in relation to Continuous Professional Development
- Development and ensure personal development plan maintains up to date specialist knowledge of latest theoretical and service delivery models/developments.
- Attend relevant conferences / workshops in line with identified professional objectives.

General

- To contribute to the development of best practice within the service.
- To maintain up-to-date knowledge of legislation, national and local policies and procedures in relation to Mental Health and Primary Care Services.
- All employees have a duty and responsibility for their own health and safety and the health and safety of colleagues, clients and the general public.
- All employees have a responsibility and a legal obligation to ensure that information processed for both patients and staff is kept accurate, confidential, secure and in line with the Data Protection Act (1998) and Security and Confidentiality Policies.
- It is the responsibility of everyone in the service that they do not abuse their official position for personal gain, to seek advantage of further private business or other interests in the course of their official duties.
- This Job Description does not provide an exhaustive list of duties and may be reviewed in conjunction with the post holder in light of service development.

Person Specification

In the supporting evidence of your application form, you must demonstrate your experiences by giving specific examples for the criteria within the person specification.

Qualifications		
1.1	A good standard of education and interpersonal skills	Essential
1.2	A recorded/registered qualification in one of the following at graduate level in nursing, social work, occupational therapy, arts therapy or within a psychological therapy or evidence of meeting the Knowledge Skills and Attitude (KSA) requirements of BABCP	Essential
Past Duties		
2.1	Experience working in a stepped care service for anxiety and depression	Desirable
2.2	Experience of working in Primary Care Services	Desirable
2.3	Demonstrable experience of working in mental health services	Essential
2.4	Knowledge of safeguarding and related processes	Essential
2.5	Worked in a service where agreed targets in place demonstrating clinical outcome	Desirable
Skills & Knowledge		
3.1	Good use of IT equipment and administrative & organisational skills	Essential
3.2	Ability to evaluate and put in place the effect of training	Essential
3.3	An understanding and commitment to the ethos of Lancashire Women	Essential
3.4	Ability to manage own caseload and time	Essential
3.5	Demonstrates a knowledge of the issues surrounding work and the impact it can have on mental health	Essential
3.6	Ability to meet agreed/specified service targets	Essential
3.7	Demonstrates an understanding of anxiety and depression and how it may present in Primary Care	Essential
3.8	Demonstrates an understanding for the need to use evidence based psychological therapies and how it relates to this post	Desirable
3.9	Knowledge of medication used in anxiety and depression and other common mental health problems	Desirable

Skills & Knowledge		
3.10	Has received training (either formal or through experience) and carried out risk assessments within scope of practice	Essential
3.11	Able to write clear reports and letters to referrers	Essential
3.12	Able to develop good therapeutic relationships with clients	Essential
Personal Attributes		
4.1	Able to attend a two day per week course	Essential
4.2	Able to integrate training into practice	Essential
4.3	Able to complete academic components of the course	Essential
4.4	High level of enthusiasm and motivation	Essential
4.5	Ability to use clinical supervision and personal development positively and effectively	Essential
4.6	Ability to work under pressure	Essential
4.7	Ability to be self-reflective, whilst working with service users, in own personal and professional development and in supervision	Essential
4.8	High level of enthusiasm and motivation	Essential
4.9	Car driver and/or ability and willingness to travel to locations throughout the organisation	Desirable
4.10	Ability to work within a team and foster good working relationships	Essential

This job description is not intended to be exhaustive. The post-holder will be expected to adopt a flexible attitude to the duties which may have to be varied (after discussion with the post holder) subject to the needs of the service, and in keeping with the general profile of the post.

Exempt under the Equality Act 2010, Schedule 9, and Part 1. Section 7(2) e of the Sex Discrimination Act 1975. This role is open to female candidates only.

Employee benefits include:

- A chance to work in a rewarding, ethical and agile environment where every day you are making a genuine difference to the lives of women and girls across Lancashire.
- Employer Pension Scheme.
- Wellbeing support.
- Access to range of support services such as money advice etc.
- Flexible working/work life balance.
- Access to a healthcare plan.
- Birthday day off every year.
- Childcare vouchers/ salary sacrifice.
- An opportunity to work in an Organisation where you are truly valued and integral to our every day operations.
- Be involved in an organisation which puts service users and co design at the centre of all we do.

What our team think:

- *'I began to volunteer and immediately felt at home. I changed my study plans and applied for the role.'*
- *'I joined as a volunteer which opened the opportunity for a paid role. I wanted to be part of the support LW offers to make the difference in society, and have not looked back. LW offers great flexibility and home work life balance.'*
- *'I had heard about LW so many times and not once was there a negative comment. This prompted me to see what they were about and i must say i am not disappointed.'*
- *'Team work is the core. We are supportive of each other, pro-active and work well together'*

Apply now!

<https://lancashirewomen.org/about-us/careers>

To apply, please complete our application form - [Recruitment – Application Form.](#)

Got a question about this role? Please email us at:

recruitment@lancashirewomen.org

Closing Date: 18th October

Interview Date: 28th & 29th October



Help make a difference to the lives of women across Lancashire.